



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Balanced Scorecard and Strategy Performance Management

3 day course

Classroom, online or in-house

Course overview

Strategy documents describe intent, and organisations continue doing what they measure, which is why a strategy that is not translated into measures somebody is accountable for changes nothing. This course covers that translation. Delegates work through strategy mapping and the causal logic linking learning and process to customer and financial outcomes, measure selection including the leading indicators that move before results do, and target setting that stretches without inviting manipulation. Cascading to business units and individuals is covered, along with the distortion that appears when a measure becomes a target. Review meetings and the discipline that makes them decision forums rather than reporting sessions follow. The course closes on revising a scorecard when the strategy changes.

What you will learn

- Build a strategy map with defensible causal logic
- Select measures including leading indicators
- Set targets that stretch without inviting manipulation
- Cascade scorecards to business units and individuals
- Recognise the distortion a measure creates once it becomes a target
- Run review meetings as decision forums rather than reporting sessions
- Revise a scorecard when the strategy changes

Who should attend

- Strategy and performance management professionals
- Finance business partners and budget holders
- Human resources leaders responsible for performance systems
- Departmental and business unit managers
- Monitoring and evaluation officers in public sector bodies

Course outline

- 01 Organisations do what they measure
- 02 Strategy mapping and causal logic
- 03 The four perspectives and their links
- 04 Measure selection and leading indicators
- 05 Target setting and manipulation risk
- 06 Cascading to units and individuals
- 07 Review meetings as decision forums
- 08 Revising the scorecard as strategy moves

Upcoming dates

Dates	Venue	Format	Fee per delegate
21 to 23 September 2026	Lagos, Nigeria	Classroom	USD 995
12 to 14 October 2026	Online	Online	R6,500
28 to 30 October 2026	Windhoek, Namibia	Classroom	R14,950
25 to 27 November 2026	Dar es Salaam, Tanzania	Classroom	USD 995



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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